



Magris Sustainability Policy

What Sustainability Means To Us

At Magris, sustainability means “our ability to manage the environmental and social impacts of our activities so we create value in the long-term—meeting the needs of the present without compromising the ability of others and future generations to meet their needs.”

The sustainability of our business is grounded by our core values of Respect, Integrity, Safety and Excellence, and by our vision: “We supply materials to enhance performance and sustainability in critical products that improve everyday life in a lower carbon world. We operate responsibly — respecting our employees, communities, and the environment”

To maintain our sustainability, we identify and manage the environment, social and governance (ESG) factors that most profoundly impact us, the environment, people and communities, and integrate these factors into how we operate.

This Policy sets out how we work everyday to manage the social and environment risks of our business and positively impact the environment, people and communities to maintain the sustainability of our business.

Aaron Regent
Chairman and CEO

Matthew Fenton
President & CFO

How We Conduct Business

In our business, we:

- Adhere to site operating standards that meet or exceed our compliance obligations under applicable laws and regulations and to meet the concerns of our commitments to our stakeholders
- Implement and maintain management practices based on internationally recognized systems and standards
- Monitor and enhance our sustainability-related procedures and practices through regular inspections, audits, reviews, investigations, corrective actions, shared learnings, review of best practices, and behavior-based processes that lead to continuous improvement
- Allocate the appropriate resources to fulfill our commitments
- Raise awareness and encourage, train and empower our employees and contractors to meet our commitments
- Use sustainability as a driver to improve our operational and financial performance
- Clearly and transparently define and communicate our environment and social performance objectives and report on our performance of them annually; and
- Regularly review and assess our progress towards achieving our environment and social commitments at all levels of our organization
- Avoid doing business or maintaining any other relationships with those whose actions are inconsistent with our core values and environment and social objectives



Prioritizing Health, Safety & Well-Being



We believe that every person entering a Magris workplace should go home safe and healthy, every day. We also believe that every person at a Magris workplace is a courageous health, safety and well-being leader who must act with a sense of urgency to manage our health, safety, including psychological safety, and well-being risks. All injuries and occupational illnesses are preventable, and there is no job worth doing in an unsafe way. None! Prioritizing health, safety & well-being means we:

- Continuously identify health, safety, including psychological safety, and industrial hygiene risks and implement and maintain safe working methods to eliminate or mitigate these risks
- Maintain a high degree of emergency preparedness to intervene quickly and efficiently if required
- Implement and maintain strong and efficient health, safety and industrial hygiene management programs for the well-being and psychological safety of our employees, taking into account individual conditions or limitations
- Provide every person at a Magris workplace with the authority to question any action or process that they feel is unsafe or a risk to the health, safety or well-being of them or others

- Encourage each other to be champions of health, safety and well-being and to report any safe or unsafe practice or activity using our established communication channels so that we can all learn from the experience, positively or negatively; and
- Maintain diligent investigation processes to determine the root causes of incidents and accidents and prevent recurrences
- Demonstrate our commitment to health, safety and well-being through visible leadership, and clear communication of expectations to everyone
- Take the time to work safely
- Identify hazards and stop work if needed
- Pause frequently and focus
- Use the right tools and personal protective equipment for the job; and
- Care and look out for each other



Respecting The Environment



We believe that preservation of the environment is fundamental to our present and future success. We are committed to avoiding, minimizing, or offsetting, in that order, all environmental impacts associated with our operations, including the greenhouse gases we generate or can influence. Respecting the environment means we:

- Operate our facilities and allocate our resources to reduce our impact on the environment and prevent pollution
- Apply strong and transparent water management and governance at operations for responsible and sustainable water use, taking into consideration the interconnectedness of every watershed we share with others
- Identify, assess and incorporate potential climate change impacts into our operational, business planning and budgeting processes

- Avoid or minimize impacts of unexpected events by being prepared to deal quickly and efficiently with environmental emergency situations that may arise
- Integrate biodiversity conservation into all phases of our activities by measuring and mitigating the impact on the functions of any disturbed ecosystems
- Plan, design, construct, operate and manage our waste (including tailings) facilities throughout the operating life cycle to minimize harm and meet or exceed applicable legal and regulatory requirements, and best industry standards
- Establish, maintain, and regularly review our closure and remediation plans and strategies with adequate budgeting and encouraging early reclamation when possible



Respecting People



Magris' core values of Respect, Integrity, Safety, and Excellence are rooted in the relationships we strive to build and maintain with people--our employees, contractors, supply chain partners, customers, communities and others. We must treat people with honesty and respect, think through how our actions or decisions can affect people and act appropriately. We are committed to fostering and contributing to the communities in which we operate through transparency, consultation and collaboration. Respecting people means we:

- Ensure that our operations and broader activities do not pose risks to the health, safety or well-being of adjacent communities or any other person that is or may be affected by us
- Create and promote an equitable, diverse, and inclusive work culture that provides equal opportunity for all, free from violence, harassment, discrimination, and bullying
- Create opportunities for employment and partnerships with local responsible businesses

- Support local organizations and initiatives to create sustainable value
- Protect and keep confidential any information and data that our customers, suppliers and others share with us as well as all information and data we access through our business relationships, except where this information or data reveals illegal practices, corruption, or a violation of fundamental human rights
- Avoid any activity or partnership that could directly or indirectly support a violation of fundamental human rights, including child labour and any form of forced or compulsory labor
- Take a proactive approach in our communications with regulators and governmental authorities; and
- Ensure that the interests and concerns of all of our communities are considered in our decision-making processes, and before we take any action that could potentially affect them